What do we do with difference? Different people respond in different ways to differences among people. Some people respect diversity greatly, welcoming it as something to be valued and celebrated. Others don’t respect diversity at all. They hate it and want to destroy it.

We know that respect is required in order for people to be treated equitably. And most of us are likely to say we respect others. Our challenge is that our prejudice and other forms of disrespect toward others are very often blind spots. We see it in others, but not in ourselves.

The Respect Range is a tool to help people and groups see their attitudes toward others more clearly. Taking an honest look at ourselves allows us to identify ways we want to improve. As more and more of us do this, we can change the aim of a just and peaceful society from a distant dream to a real possibility.
What do we do with difference?

- **REJECT**
  - Try to eliminate those who are different
  - Strong prejudice

- **SUSPECT**
  - Try to devalue those who are different
  - Discrimination

- **NEGLECT**
  - Ignore differences
  - Group needs given preference over personal needs

- **DEFLECT**
  - Tolerate differences
  - Accommodating without welcoming

- **SELECT**
  - Value differences as welcome and important
  - Win/win, synergy

- **CONNECT**
  - Explore differences
  - Mutual exchange of experiences and ideas

We're basically all the same. They just need to fit in.

Well they're here. I guess we'll just have to put up with them.

We need to get rid of them. All of them!

We can't trust any of those kind of people.

All the different ideas and experiences we share with each other...it's beautiful!

We could learn so much from each other.